

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Fifty Years in Ottawa.

The Roll of Honour.

Our Dead and Wounded.

Organization—The Need of the Hour.

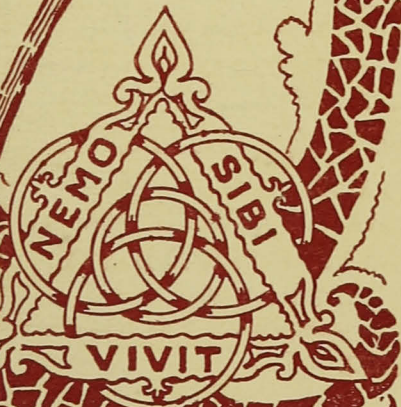
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Personals,—Appointments, etc., for October.

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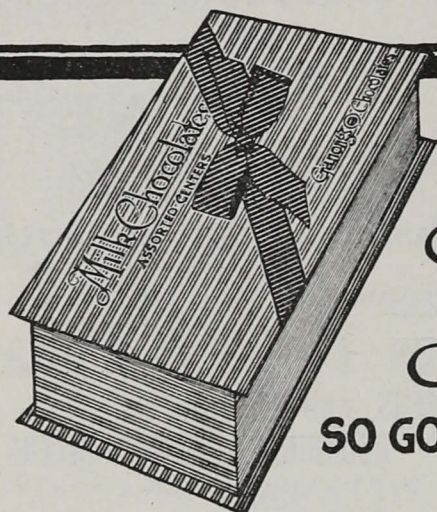
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THE CIVILIAN

VOL. VIII.

NOVEMBER 12, 1915.

No. 15

Fifty Years in Ottawa.

The Civil Service of Canada is, this month, celebrating (by practically ignoring) the fiftieth anniversary of its establishment in Ottawa.

As is well known, old Bytown was selected by Queen Victoria, in 1858, to be the federal capital of the then Province of Canada, comprising old Upper and Lower Canada, then designated Canada West and Canada East and now known as Ontario and Quebec. The selection of a site, preparation of plans for and the erection of the original three buildings on "the Hill" occupied nearly seven years and it was not until the autumn of 1865 that the new structures were in condition to afford any accommodation to the Government departments.

The great break-up at Quebec took place in October just fifty years ago. What it meant to close, dismantle, transfer and re-establish the working machinery of the Government in those days cannot be comprehended. Much of the departmental furniture, equipment and accumulation of books and documents was loaded on barges which made the slow and tiresome voyage up the St. Lawrence to Montreal, then by the Ottawa and its canals to the new Capital and finally up the Rideau canal locks and through the arch of the original Sappers' Bridge to the canal basin, where they were moored for unloading. The 26th of October witnessed the arrival of three of these barges. Much of the cargoes of some of the barges was badly loaded or protected and suffered damage in transit. Unforeseen delays added to the general disorganization and the officials in

charge were well-nigh distracted with the accumulation of troubles.

By no means least of all the woes of the exodus from Quebec was the problem of transferring the personnel of the Service. All the Government employees had to come to Ottawa along with the departmental equipment. Civil servants, their wives, their children and their household goods added to the volume of the great movement.

Little old-time "hole in the woods" Ottawa had been for seven years staring in awe at the growing stone palaces on Barracks Hill. The magnitude of the works had made a boom in the community and speculation on future growth, after the arrival of the Government, had stimulated and extended investments in lands and buildings. Ottawa had expected a big influx, but the rush that came found her in no wise prepared. The "Quebeckers," as the old-time residents called the new-comers, simply swamped the place. Every hotel overflowed, every vacant house, apartment or room was snapped up and almost every private house had a "boarder." Shops did a roaring trade and prices for every salable commodity,—food, housing, clothing, labour and fuel—soared to unprecedented levels.

There was cold, dry weather at the end of October. Considerable ice was in evidence. From dawn until dark the rutted streets were filled with carts and wagons of every description laden with Government and private goods.

Up on the Hill, all was confusion. The West Block was nearly finished,

A "Quebecker" of 1865.



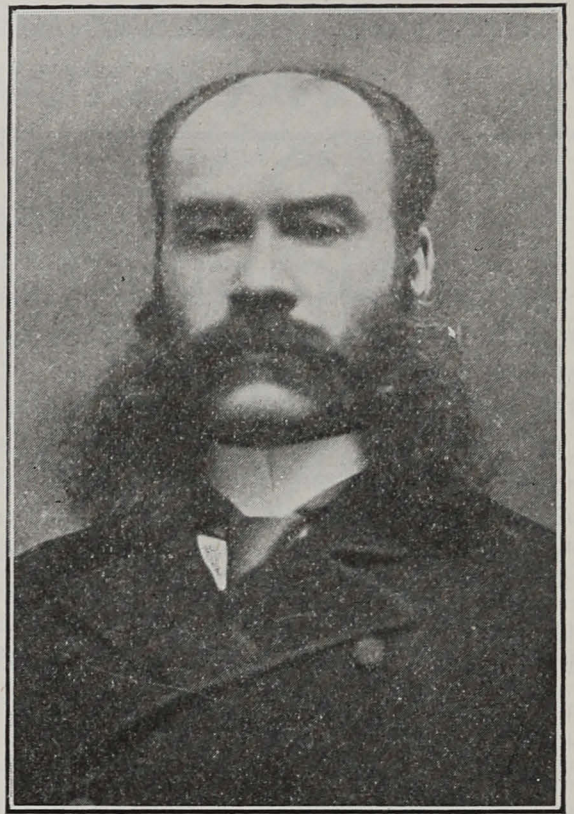
LIEUT.-COL. H. R. SMITH,
C.M.G., I.S.O., J.P., A.D.C., Ser-
geant-at-Arms, House of Commons.

the other buildings not so well advanced. Contractors' men were tearing down scaffoldings, clearing out rooms and corridors and removing debris while the new occupants were rushing in with their piles of equipment and clamoring for accommodation.

By the 27th of October routine work had been resumed in some offices and on the 30th it was announced that the Agriculture, Crown Lands, Post Office and Finance Departments were in fair running order, though by no means fully settled. The last Canada Gazette issued at Quebec was that of October 28, 1865. On November 4 it was published in Ottawa, and by the 15th of that month the Government machinery was all in its new home and grinding away as usual.

The Civil Service boomed Ottawa fifty years ago and has kept the place in a state of unnatural inflation ever

A "Quebecker" of 1865.



PETER CONNOLLY.

Housekeeper and Chief Messenger,
House of Commons.

since. When the "Quebeckers" struck town, the corporation repaired its streets, built new sidewalks, and increased its police force, while the *Union* newspaper expanded, on November 1, from a twenty-four column to a thirty-two column daily issue.

Here and there in Ottawa may still be found old people who came to the city as "Quebeckers" in the Civil Service removal of 1865. When one of them can be induced to talk of old times a good story invariably follows. The men who were in the Service fifty years ago are few and far between to-day but their sons and grandsons are unnumbered and the traditions of the great pilgrimage will be still repeated fifty years hence.

To keep the bread board a good colour, rub with a cut lemon, then wash in cold water and place in the open air to dry.

The Roll of Honour.

THIRTY-THIRD LIST.

C. C. Hawkins, Customs, Toronto, 83rd Battalion, C.E.F.
 E. V. Allen, Customs Dept., Ottawa, 2nd Pioneers.
 Duncan Bain, Customs, Victoria, B.C., 67th Battalion, C.E.F.
 W. J. Barker, Customs, Calgary, 82nd Battalion, C.E.F.
 D. R. Bell, Customs, Macleod, Alta., 82nd Battalion, C.E.F.
 R. H. Best, Customs, Welland, 44th Regiment.
 H. E. Black, Customs, Winnipeg, 8th Battalion, C.E.F.
 F. O. Burgess, Customs, Woodstock, Ont., 71st Battalion, C.E.F.
 W. T. Bush, Customs, Toronto, 9th Brigade, C.F.A., C.E.F.
 Lewellyn Carter, Customs, Hamilton, 76th Battalion, C.E.F.
 W. H. Clements, Customs, Fort William, 44th Battalion, C.E.F.
 T. W. Cole, Customs, Winnipeg, 8th Battalion, C.E.F.
 R. W. Collins, Customs, Regina, 46th Battalion, C.E.F.
 Joseph Dakers, Customs, Victoria, B.C., 67th Battalion, C.E.F.
 J. E. Davies, Customs, Winnipeg, 8th Battalion, C.E.F.
 Lieut. J. W. Edwards, Board of Customs, No. 3 Co., C.A.S.C.
 Capt. N. G. Fite, Customs, Bridgeburg, 44th Regiment (84th Battn.)
 T. F. Fitzgerald, Customs, Edmonton, 63rd Battalion, C.E.F.
 W. E. Fleming, Customs, Winnipeg, 8th Battalion, C.E.F.
 E. S. Hodson, Customs, Rosthern, 65th Battalion, C.E.F.
 R. J. Jones, Customs, Prince Albert, 65th Battalion, C.E.F.
 N. W. McLaren, Customs Dept., Ottawa, 73rd Battalion, C.E.F.
 W. E. Macpherson, Customs, Toronto, 2nd Div. Train, C.A.S.C.
 T. R. Martin, Board of Customs, 2nd Pioneers.
 W. A. Meloche, Customs, Montreal, 69th Battalion, C.E.F.
 H. S. Moss, Customs, Hamilton, 86th Machine Gun Battalion, C.E.F.
 S. J. Orr, Customs, Winnipeg, 8th Battalion, C.E.F.
 R. P. Patton, Customs, Winnipeg, 8th Battalion, C.E.F.
 Lieut. E. M. Phillips, Customs Dept., Ottawa, C.A.S.C.
 A. E. Popham, Customs, Victoria, B.C., 1st Pioneers.
 Wm. Roach, Customs, Vancouver, 72nd Seaforth Highlanders.
 Wm. Scott, Customs, Lethbridge, 39th Battery, C.F.A.
 E. C. Scrivens, Customs Dept., Ottawa, 2nd Pioneers.
 J. H. Shane, Customs, Toronto, 74th Battalion, C.E.F.
 C. E. Stewardson, Customs, Fort William, 44th Battalion, C.E.F.
 E. A. Targett, Customs, Halifax, 64th Battalion, C.E.F.
 A. B. Ward, Customs, Toronto, 81st Battalion, C.E.F.
 J. A. Ware, Customs, Halifax, No. 1 Battery, Siege Artillery.
 J. Wilson, Customs, Regina, P.P.C.L.I.
 W. E. Witt, Customs, Portage la Prairie, 45th Battalion, C.E.F.
 Rodolphe Zannetin, Board of Customs, Italian Army.
 E. A. Burden, Public Works, Ottawa, 77th Battalion, C.E.F.
 J. J. McDonald, Public Works, Glace Bay, 40th Battalion, C.E.F.
 F. Badin, Public Works, Sherbrooke, 41st Battalion, C.E.F.
 Jos. H. Lambourne, Public Works, Victoria, B.C., 88th Battalion, C.E.F.
 E. H. Shannon, Public Works, Regina, 79th Cameron Highlanders.
 Lieut. J. A. Keefer, Public Works, Victoria, B.C., 1st Pioneers.
 E. A. Collins, Public Works, Calling River, B.C., 50th Battalion, C.E.F.
 Major W. H. Bowie, House of Commons, 77th Battalion, C.E.F.
 Roderick Williams, Finance Dept., Ottawa, 77th Battalion, C.E.F.
 Jos. Fletcher, Letter Carrier, Toronto.
 F. W. H. Bauer, Letter Carrier, Toronto.
 G. W. S. Nickels, Post Office, Toronto.
 Frank Pantling, Letter Carrier, Toronto.
 Geo. Rowe, Post Office, Toronto.
 E. B. Goss, Post Office, Toronto.
 D. Schaumloffel, Customs, Winnipeg, 8th Battalion, C.E.F.

THE WATCHER.

He turned and smiled when he left me, my
bright-eyed bonnie lad,
He waved his hand at the cross-road: Ah
me, but my heart was sad;
I watched him pass the turnstile at the end
of the lovers' lane,
And my tears were dripping softly, like
drops on the window pane.

'Twas June when he passed the turnstile,
and now the fall is come,
The maples are decked in crimson, I can
hear the thresher hum
So I sit and knit in the doorway, and as
the needles play,
I sing the hymns we used to sing before he
went away.

How he loved the "Rock of Ages," with
its sweet old-fashioned tune;
Here side by side in the gloaming, we used
to sit and croon;
And in spite of the shrieking shrapnel, and
the bullets' searing flight,
I know that the ROCK OF AGES is there
in his trench to-night.

I set his place at the table, and pull up his
easy chair;
His slippers are in the corner, his pipe and
tobacco there;
The cover is turned on his bedstead, and
into his room I creep,
As I did when he was a baby, to see if he's
fast asleep.

Proud? Aye, I'm proud of my laddie, he's
all I had to give;
But he went with his mother's blessing,
that right and truth might live;
So I sit and knit in the doorway, from
early morn till late,
And listen, Ah I listen, for the click of the
garden gate!

J. SYDNEY ROE.

Ottawa.

OUR DEAD AND WOUNDED.

E. VAN SCOPEL.

Friends of E. Van Scopel, a Calgary letter carrier, are reluctantly coming to believe that the young man fell in action in Flanders some months ago. No definite news of him has been received since the second battle of Ypres. He is not with his regiment, nor in hospital, nor is he reported from any German prison.

Van Scopel had been a resident of Calgary for some years and was a recruit of the 103rd Rifles of that city.

D. M. DARGIE.

D. M. Dargie, a railway mail clerk of the Vancouver district, who went overseas with the reinforcements for the Princess Patricia's Canadian Light Infantry, met early misfortune at the front. Within a week from the time he left England he was back again with shrapnel wounds in the neck, arm and leg. He may lose his right hand. David Malcolm Dargie is twenty-six years of age and entered the postal service three years ago.

GEORGES HUGUET.

Georges Huguet, of the Department of Public Works, a reservist of the French army, who answered the first call to arms and whose misfortunes in being seriously wounded and in losing his young wife have already been related in *The Civilian*, is believed to have been killed in the recent heavy fighting in the Champagne region. Private Henri Gauthier, of the 2nd Battalion of Colonial Infantry, in which Huguet was a sergeant, writes that the Ottawan was seen to fall in action, shot in the head, and has not been reported since.

HECTOR CHEVILLARD.

Hector Chevillard, formerly of the Central Experimental Farm, Ottawa, corporal in the 356th Regiment of the French army, was killed in the Woivre region after a short military career, eminently distinguished for courage and ability. His family has been awarded the much-prized Military Cross in memory of his services. Fuller details of Corp. Chevillard's record as a soldier will be found elsewhere in this issue.

J. SAIDLER.

Private J. Saidler, 3rd Battalion, C.E.F., (formerly of the 9th Bat-

talion), a Public Works man from Edmonton, is a prisoner of war. His name is contained in an official German list.

F. H. TINGLEY.

Lieut. F. H. Tingley, a Public Works man of St. John, N.B., is reported wounded. He was formerly with the Ammunition Column of the 2nd Brigade but latterly with the 32nd Battalion.

NOTE.

The above-named men of the Department of Public Works are all mentioned in a list given out by the Department of Militia and Defence. The same list contains the name of Private Frank McGovern, of the Accounts Branch of the Public Works, now with the Dental Corps, who is ill with diphtheria; also those of Lieut. W. M. Everall, Divisional Cyclist Company, and Private S. G. Hicks, 7th Battalion, but nothing to indicate whether they are wounded or ill. Both are Public Works men. Everall comes from Port Arthur.

HONORED IN DEATH.

News has been received of the honoring in death of the late Corpl. Hector Chevillard, formerly of Ottawa, who was killed in action in the Woevre district on May 31. His family, who reside in France, has been given the French Military Cross.

Chevillard was employed at the Experimental Farm in Ottawa and on the outbreak of the war returned to France and enlisted with an Algerian-Turco regiment. He was afterwards transferred to the 356th Regiment under Capt. Mitton, and whilst a member of that regiment

was made a corporal for gallantry on the field and would have been promoted to sergeant had not death intervened.

The following letter from Capt. Mitton describes the action in which Chevillard met his death:

"Hector Chevillard, with whom I was well acquainted, enlisted on Oct. 30, 1914, with an Algerian-Turco regiment. He was transferred to my regiment and up to the time of his death distinguished himself by his bravery in action and the splendid example he set to the rest of his company. He was nicknamed 'Hard to Beat' and he did not belie his name. He was very popular in the regiment. We passed through a severe winter, I can tell you; five months in the trenches without entering a village, house or a bed; out in the snow and rain, in the forest of Woevre, where we were constantly engaged in repelling the attacks of an incessantly active enemy. Chevillard always set a splendid example of endurance and courage during these trying times and he rendered signal service to us through the valuable information which he secured about the enemy through daring work on patrol and listening post duty. He would spend days at a stretch under a tree in the bitter cold in an attempt to discover the location of enemy batteries and he was always successful.

"I had the pleasure of naming him corporal for bravery in action and had intended promoting him to sergeant, but, alas, his destiny did not will this. On May 30 he led his company, 145 strong, in a brilliant attack on a portion of the enemy trenches which were taken, he killing several Germans in the hand-to-hand fighting which occurred. After capturing the trenches he set about preparing them for the inevitable counter-attack. On the following day the Germans subjected these trenches to a furious bombardment, which lasted fourteen days, during which Chevillard and six of his comrades were wiped out by a big shell which exploded in his trench. Out of the 145 who took the trenches only five survivors were left.

"I take pleasure in saying that I have succeeded in obtaining the Military Cross, which has been given to his parents in recognition of his bravery, and his Canadian friends may well feel proud of him. We, his officers, will cherish his memory and hold him up as an example to the younger soldiers who join the new contingents."

THE CIVILIAN

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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, Nov. 12, 1915.

THEIR PART,—AND OURS.

"When we think of those splendid men of ours in Belgium, France, the Dardanelles and elsewhere * * * who have sacrificed home, kindred, health, comfort, and ease * * * we must feel how paltry and insignificant is any monetary sacrifice which we, who must remain at home, can lay on the altar of patriotism." — The Chairman of the Steel Company of Scotland.

EVERY HOUR.

"Every hour counts; every hour means death; every hour takes us farther from victory and nearer defeat, unless it is an hour spent by the nation in putting its whole strength into this great struggle for victory and freedom for the democracies of Europe." — David Lloyd-George.

OUR BOYS

Previously reported:

Dead	34
Wounded	54
Prisoners	4

WOUNDED.

D. M. DARGIE.

HECTOR CHEVILLARD.

LIEUT. F. H. TINGLEY.

PRISONER.

J. SAIDLER.

ORGANIZATION—THE NEED OF THE HOUR.

Of the various methods advocated from time to time as necessary for the general welfare, the question of organization is seldom mentioned. We are at war, yet the whole force we are capable of putting forth is not by any means being directed so as to produce the maximum results. In our present chaotic condition each and every community, well meaning, but animated mainly by narrow local views, is endeavouring to do something, but without co-ordination so essential to efficient effort, and so the larger aspect of improvement for the whole is lost sight of. We are, as it were, a great number of units made up into different sections. In effect we are doing the same thing over and over again, each striving, but each in the way of the other, jostling, blindly and stupidly, performing work which merely duplicates ad infinitum, the labour necessary for that work. To bring about a change on ordered lines, organization is essential.

Our method—or rather lack of it—

in making contributions to the various war funds is an illustration of our chaotic misdirected efforts. Civil Servants everywhere in Canada gave liberally towards the purchase of machine guns, field kitchens and motor ambulances, all of which should be, and are, supplied by the Militia Department.

But in our (Canada's) domestic affairs, the welfare of which success in the war is so much dependent upon, where can it be shown that there is any evidence of organization? In time thousands of soldiers will be returned to Canada and they must be taken care of. The Hospitals Commission has been established to take care of the disabled, but it is of the strong and fit, who are not so fortunate as to have positions awaiting them, that we would speak. What of them? It has been suggested that the doors of entry to the Civil Service be thrown open to them. Can no other method be devised? Are we so inept that we have to fall back on such means to provide for carrying out a most important need of the community? It is not a question of worthiness; rather "our hats off" to these splendid men who were prepared to make the supreme sacrifice. What Canada needs now and always will need is PRODUCTION. To involve dislocation of the past ways of livelihood of these men without taking into consideration the hundreds of other various trades and callings dependent on supplying their necessities is disruption. It must be readily granted that no unit, much less a section, can suffer without the whole community suffering. If not, it could be advanced that if one limb be disabled the strength and effectiveness of the body is unaffected. Organization would provide co-ordination and mutual help, and would find a way for the performance of every activity in the community without injury to any section of it.

That the waste involved in our methods of production, distribution, supervision, etc., is enormous we all agree, but here we are to this day jogging along at the same old complacent trot. Granted we succeed in this struggle—but the opinion is ventured that success is delayed owing to our want of system—the necessity of organization after the war is imperative more than ever. If responsible organizers are appointed to generally control the most important functions of the State in this connection, who would in turn appoint organizers for the subsidiary ones, all under the control of a small staff of experts, direction could be given for the various requirements being carried out on well-defined lines, each and all working with consolidated strength to deliver the blow which will first free us from the nightmare of Prussianism, and then place us in the position to meet the new conditions arising out of this fearful upheaval, when it is allayed.

A New York girl wrote an average of 136 words a minute, on a typewriter, for an hour. Who is Ottawa's speed champion typist? Who is the speed champion in the Civil Service? Typewriter agencies which do such a land-office business with the Government, might put up a trophy or two to decide these points.

* * *

Just because there is a war going on and progressive Civil Service legislation is not likely to find favour in Parliament, is no reason for slackening organization or activity in the Civil Service Association. The Association should heed the prospect that propositions of a harmful character will be made and should be prepared to meet such with sane and substantial objections. An alert and aggressive executive committee will be needed during the coming year.

Our sole and only legitimate business just now is to beat the enemy. That task accomplished, there will be ample time and opportunity for money-making, sports, amusement and "business as usual."

* * *

The young man who waits for conscription to be introduced before he takes up arms is doomed to a bitter experience. He will find, if he is called to compulsory service, that the people of Canada will make a wide distinction between men of his class and those who have enlisted of their own free will. The term "volunteer" will always be a title of honor, but "conscript" will express derision and contempt. Young man,—make your choice while there is yet time!

* * *

During the past year the Women's Branch of the Civil Service organization in Ottawa carried on a great and noble work for the relief of the sufferers from the war, both at home and abroad. Four hundred members were actual workers, many others gave assistance. The newly-elected officers of the Branch are determined to increase the working force and to surpass, during the coming year, the excellent record of the year just closed. There is a distinct place and large opportunity for the activities of the women of the Service. May hundreds of new workers and supporters rally to the Branch this year!

A FLYING FOE.

A Canadian officer, a member of the staff of the Canadian Emigration Office in London, writes as follows from the Dardanelles on September 26:

"There is one sound on the Peninsula I have not attempted to describe. You hear it from sunrise to sundown in every corner of the place, and it will live with me for years. I believe the creator of the sound is really a

deadlier enemy than the Turk. It is simply an ordinary fly—countless millions of him. You turn the corner of a sap, and there is a sound like the hoarse growl of an angry great dog. Flies—millions of them rising from a piece of garbage. The torture they inflict is indescribable. They crawl over one's face and hands, biting and irritating beyond words. They fight for the food one eats till truly they must be brushed from each mouthful and your spoonful bolted before they can settle again. Even so, they often get into a man's mouth. They drive the wounded to the verge of madness. No one who has not experienced it can possibly conceive what is the magnitude of this torment and danger. There could be no greater boon to one then than a quick and effective means of disposing of this black, crawling carpet of flies which smothers the whole place."—From "Canada," London.

TO THE YOUNG MEN OF CANADA.

There's a girl's death awaiting vengeance

In a courtyard across the sea,
Who was put to death as others were
While helping you and me.
She died with a smile and toss of
her head,

As you would wish her to.
Now that she's dead and you're
alive,
What are you going to do?

Are you going to be the laggard,
And stay behind this time?
Or are you going to shoulder a gun
And get in the firing line?
Did she not do her duty,
And in doing it help you?
Now that she's dead and you're
alive,
What are you going to do?

She died the death of a martyr,
A Briton through and through,
Now that she's dead and you're
alive,
What are you going to do?

INCOME TAX.

All civil servants are interested in the question of provincial taxation of Federal Government salaries. Many civil servants are now being mulcted, unjustly they believe, by certain municipalities, and all the others may at any time be similarly afflicted. Ottawa members of the Service are escaping the persecution just now only by virtue of an arrangement with the city, which terminates in a few years. It is well therefore that the progress of the litigation going forward in Toronto be noted from time to time.

Mr. Robert Holmes, vice-president of the Civil Service Federation, applied to Judge Morson for a statement regarding the action between himself and the city of Toronto. The judge instructed his attorney, Mr. Robert A. Reid, to reply and the secretary of the Federation has received from Mr. Reid the following memorandum:

His Honour Judge Morson handed me a letter a few days ago from Mr. Robert Holmes regarding the Income Tax question, in which letter Mr. Holmes requested an interview with the judge as to his intention to carry the case to the Privy Council. The judge has asked me to reply to this letter, and I might say for your information that, up to the present time, the city is the party to the action who up to the present stage has been placed in the position of having to carry the case to the Privy Council. If, when the hearing comes on before the Appeal Courts here, the city should lose, it will still be in the position of having to carry the matter to the Privy Council. If the case should turn the other way, then the judge will be the party who will have the carriage of the proceedings across the water.

A few days ago I received a notice of trial from the city setting the case down for hearing on December 22, 1915 next. I do not know the reason for this long delay, but to-day I was served with a notice of motion by the city which moves up for hearing on October 22nd next, under the terms of which the city proposes to move for judgment in its favour on the ground that we have no defence to the action.

I do not understand all these notices of motion and other notices which the city is in the habit of serving on us, but one

thing I do know is the notice is always on the defensive. I think we can handle these recent notices with as much success as we have handled others which were disposed of in our favour on every occasion.

An extended account of Mr. Reid's connection with the action appeared in a recent number of *The Civilian* and the bellicose attitude of Mr. Reid in the foregoing will be reassuring to members of the service.

A CIVIL SERVICE LITERARY SOCIETY PROPOSED.

The Civilian is pleased to publish the following letter and hopes that the efforts of Mr. Webster in the direction indicated will meet with success.—Editors.

Editors of *The Civilian*:

Dear Sirs,—I would like to use your valuable columns, at your pleasure, with the view to broaching a subject regarding which I have had several conversations with various members of the Civil Service, and which was heartily endorsed by those to whom I have reference.

I am of the opinion that a Civil Service Literary and Musical Society, if formed, would be a valuable addition to the list of organizations which are in existence, and which tend to the welfare of the civil servant, either as a public official or as a private individual.

A system of organization I would suggest would be:

(1) The formation of a parent body to be called The Civil Service Literary and Musical Society, The Civil Service Literary, Musical and Scientific Society, or some other name.

(2) The formation of similar departmental societies, The Railways and Canals Literary and Musical Society, The Department of the Interior Literary and Musical Society, etc.

With these organizations formed, departmental entertainments could be held at which musical numbers, readings, debates and other forms of en-

tertainment could be included. Various branches which have sufficient members could hold meetings of their own. I have in mind several branches which could put on excellent entertainments. By a process of elimination debating teams to represent the various departments could be chosen to meet before the parent body for the Civil Service Debating Championship, and officers of departmental societies could recommend to the parent body those who could take part in the programme in other respects.

The existence of such organizations would serve for the development of those taking part, and promote the esprit de corps of the Civil Service in general.

I would like to hear from those who would favour, and take part in, the organization of such a chain of societies as I have in view.

Thanking you, in anticipation of your kindness in permitting me to use your valuable space, I am,

Yours truly,

W. VERT WEBSTER,

Immigration Bch., Dept. Interior.

SAFETY FIRST MOVE ON GOVT. RAILWAYS.

The District, Terminal and Shop committees of the Safety First movement on Government railways, from their organization in May, 1914, to and including the month of August, 1915, have reported the correction of 4,039 unsafe conditions and warned against 1,558 unsafe practices. This has been a potent factor in reducing the number of accidents.

During the four years from 1910 to 1913, inclusive, there was an average of 17 employes killed on duty each year. The Safety First movement has been in effect for 21 months. For the 21-month period prior to the adoption of Safety First principles, 34 employes were killed and 1,180 injured on Canadian Government railways,

while from January 1st, 1914, to the end of September, 1915 (a total of 21 months) there were but 13 employes killed and 834 injured. Thus, with a largely increased mileage during a portion of the time, the Safety First movement has apparently resulted in 21 fewer employes killed and 346 fewer employes injured.

THE C. S. ASSOCIATION OF OTTAWA.

Statement of subscriptions received from the Inside Service for the Joint Committee of the British Red Cross and the Order of St. John of Jerusalem, Trafalgar Day, Oct. 21, 1915.

On Monday, Oct. 18, the President of the Civil Service Association of Ottawa was requested by the local committee to have a canvass made of the Service in behalf of the two worthy institutions above mentioned. While the matter had been referred to in the daily papers, this was the first intimation received that it was desired to have the Civil Service Association take charge of the canvass of the Inside Service.

Three days later the sum of \$3,867.81 was subscribed as shown in the appended statement. This statement is not an estimate or an approximation, but the net result in the Departments which have sent in returns to the Secretary of the Association. That other Departments and Branches have contributed, and contributed generously, is well known, but only the results sent in have been tabulated. The actual total must therefore be much greater.

When it is stated that the City of Ottawa contributed in all some \$47,000, further comment seems unnecessary. The charge has, however, been made, anonymously of course, that the Association "always lags behind in inaugurating its own collections for public charities." The "lag-

ging" is not evident in this matter nor indeed is it to be supposed that civil servants thought of this as a "public charity."

TRAFALGAR DAY COLLECTION.

Department.	Collected in Dept.	Sent direct to Treas.
Agriculture—		
Deputy Minister's Branch	\$ 43.50	
Patent Office	37.48	
Seeds Branch	92.00	
Other Branches . . .		\$215.00
Auditor General . . .	217.00	8.00
Conservation Comm. .	22.50	
Customs, Statistics . .	80.75	
Finance	200.00	
House of Commons . .	202.00	
Indian Affairs	107.35	
Inland Revenue	74.25	8.00
Insurance	55.00	
Interior—		
Immigration Bch. . .	45.50	
Mining Lands and Yukon Branch	22.75	
Topographical Sur- veys Branch	163.25	79.50
Bch. not stated . . .		10.00
Justice	37.00	125.00
Labour	42.25	
Library of Parliam't .	44.00	
Marine	200.50	25.00
Mines	273.35	
Naval Service and Fisheries	217.50	21.00
Post Office	165.41	82.00
Public Works	231.97	121.00
Secretary of State . .	100.00	25.00
Senate	80.00	32.00
Supreme Court	56.50	
Trade & Commerce . .	79.50	225.00
	<hr/> \$2,891.31	<hr/> \$976.50

The last meeting of the Executive was held on Friday, Oct. 29, to wind up the business of the year.

The report of the sub-committee on the Civil Service Bill was tabled but owing to lack of time was not considered. This will naturally be one of the first matters for the new Executive to deal with.

The Annual Report, which is now in the printer's hands, was considered and passed after some minor amendments. The annual convention of the Executive with the Advisory Boards will be held in St. George's Parish Hall on Tuesday,

Nov. 16, for the consideration of this report and the election of officers for the ensuing year.

WOMEN'S BRANCH, C. S. ASSOCIATION OF OTTAWA.

The annual meeting of the Women's Branch of the Civil Service Association of Ottawa was held in the hall of the Y. W. C. A. on Tuesday, November 2, a fair attendance of members being present. Reports were read by the conveners of the various committees, reviewing the work of the past year, and plans outlined for the future. Certain by-laws were proposed and passed making working additions to the constitution necessitated by the unusual conditions arising from the war.

Miss Tremblay, the President, gave a general outline of the work accomplished and offered some good suggestions for the ensuing year, among them some excellent ones along an educational line, which it is proposed to ask the Social Committee to undertake. Perhaps the most important work of the past year was that of the special committee for emergency work to meet the situation brought about by the war. The work of this committee was not confined to members of the Association; this organization being in existence it seemed the quickest and most efficient way to handle these matters through its committees for all the women of the Service. In connection with the Emergency Committee were three sub-committees, the Red Cross, Sewing and Clothing, and Emergency Fund. A special report of the excellent work of the Red Cross was given by Miss Doyle, convener, in *The Civilian* of October 29. The subscriptions to the Red Cross amounted to about \$590. The Sewing Committee had spent \$168 in buying material and in the remaking of clothes donated to the Association. The Emergency Fund Committee has under its supervision boxes in every building of every Department, for the collection of odd cents for local relief work, by means of which \$700 had been collected during the year. Besides donations to the Red Cross, Belgian Relief, and Franco-Amerique Funds, donations have been sent to the V. O. N., St. Vincent de Paul Society, Miss Whiteave's Mission, Soldiers' Comforts Fund, Prisoners of War Fund, Settlement House, Salvation Army, and Ottawa Welfare Bureau Milk Exhibit. In addition to the eight beds for Cliveden Hospital subscribed by the different Departments, the Civil Service at Ottawa has now a motor ambulance at the front.

The most popular work of the year was the formation of a Recreation Club under the presidency of Miss Blackburn, in connection with which there have been riding and dancing classes and a tramping squad. A very successful dramatic entertainment was included in the programme of the April meeting, and the club hopes to enlarge this work during the coming season. The proceeds resulting from this very successful first attempt amounted to over \$40.

The election of officers resulted as follows: President, Miss F. Burt; Vice-President, Miss Street; Secretary, Miss Florence Plunkett; Treasurer, Miss F. Snelling. Conveners: Legislation, Miss A. E. Wilson; Publicity, Miss E. Jukes; Social, Miss E. Inglis; Programme, Miss F. Brown. Representatives to General Executive: Miss G. Reynolds, Miss E. Dewar, Miss E. Rogers. Miss Tremblay remains with the Executive as Past President.

ROBERT FOWLER.

It is sometimes thoughtlessly said that ability counts for little in the Civil Service so far as advancement is concerned. Of course so sweeping a statement is untrue though it must be admitted that there have been cases in which some form of "pull" has been the determining factor in promotion. But on the whole the best men undoubtedly reach the top, otherwise the business of the country could not be conducted as efficiently as it is. Admittedly all the men at the top are not ideal any more than are all the members of a Cabinet, but the general average stands fairly high. The recent promotion of Mr. Robert Fowler to the position of an assistant Deputy Postmaster General furnishes a conspicuous example that it is possible for a man to rise in a short time to a very high position with nothing to aid him but the gray matter he carries under his hat.

In 1910 Mr. Fowler having passed the Civil Service examination, was appointed to the Post Office Department as a third class clerk. Fortunately for him the work he was assigned to brought him in contact with the heads of the Department and the ability

which he displayed was so marked that after being twice advanced he was promoted early in 1914 to B of the First Division and made Private Secretary to the Hon. L. P. Pelletier, then Postmaster General. On the resignation of Mr. Pelletier in October, 1914, the Hon. T. C. Casgrain became Postmaster General and Mr. Fowler was retained as Private Secretary. That Mr. Fowler proved his ability also to the new Minister has been most convincingly shown by his promotion to a larger field of usefulness.

It is doubtful if any Department of the Public Service can furnish a similar case of such rapid advancement, for it must be remembered that less than three years ago Mr. Fowler was a clerk in the Third Division. Mr. Fowler was born in England in 1876 and being a comparatively young man it is safe to predict for him a long and distinguished career in the Public Service of the country.—*Contributed.*

FLYING FINGERS.

Miss Margaret B. Owen, of New York, has again won the world's championship as a typewriter operator and the \$1,000 trophy which goes with the title. In a contest Miss Owen maintained for an hour an average of 136 words a minute. Her previous record was 132 words a minute. William F. Oswald, of New York, won the amateur half hour contest with an average of 137 words a minute.

TO CORRESPONDENTS.

Please address all communications to "The Civilian," Box 484, Ottawa,—not to individual members of the editorial staff.

FOR THE BOYS AT THE FRONT

The Civil Service Co-operative Association has obtained from the Co-operative Wholesale Society, Manchester, England, a list of the contents of parcels they are constantly sending to the boys on the Continent, in the Mediterranean, and in the Fleet, as well as to soldiers in training in England. The Co-opera-

tive Wholesale Society are filling large contracts for the War Department, and their experience enables them to select for these parcels, articles that will be of real service. The list follows, the figures in Canadian currency representing the equivalent of English money, plus cost of money order and war tax stamp:

4/9d. (\$1.21)	4/6d. (\$1.16)	4/3d. (\$1.10)	4/— (\$1.04)
Chocolate, ¼ lb.	Writing material.	Writing material.	Writing material.
Writing material.	Tin of Formalin, etc.	Ginger snaps.	Ginger snaps.
Tin of Formalin, etc.	Pipe.	Tin of Formalin, etc.	Tin of Formalin, etc.
Pipe.	Tobacco, ½ lb.	Pipe.	Pipe.
Tobacco, ½ lb.	Packet raisins.	Tobacco, ½ lb.	Tobacco, ½ lb.
Packet raisins.	Vaseline.	Vaseline.	Vaseline.
Vaseline.	Boracic powder.	Boracic powder.	Boracic powder.
Boracic powder.	Shaving stick.	Shaving stick.	Shaving stick.
Shaving stick.	Candles, ½ lb.	Candles, ½ lb.	Candles, ½ lb.
Candles, ½ lb.	Tin Genesta sardines.	Tin Genesta sardines.	Tin fish paste.
Tin Genesta sardines.	Ginger snaps.	Tin fish paste.	
Tin fish paste.	Tin fish paste.		
Ginger snaps.			

Above prices are postpaid to France and to ships in home waters. Add 6d. (12c.) for postage to Mediterranean points.

For prisoners of war in Germany, a few more articles are added in lieu of postage, which is free.

For troops in training in England, the above quotations do not apply, as the duty has to be added for tobacco. Particulars of tobacco prices can be obtained at the O'Connor street store. Other articles will be substituted for tobacco in the case of non-smokers.

The Civil Service Co-operative Association will accept orders for the above assortments at the O'Connor street store, at the prices named, and will forward them to Manchester. The Association will make no profit on these orders, in this way being desirous of "doing its bit." For the amount invested, better value will be secured than if similar goods were purchased in Canada and mailed abroad. These offers are open to all civil servants, whether belonging to the Association or not.

C. S. COMMISSION OF CANADA.

The Civil Service Commissioners hereby give public notice that applications will be received from candidates qualified to fill the following position in the Inside Division of the Civil Service of Canada:

Secretary of the Reporting Branch of the House of Commons, Subdivision A of the Second Division; initial salary \$1,600 per annum. The duties of this officer are to index the Parliamentary debates, to attend to the correspondence of the Branch, and to assist generally the Editor of Debates. Candidates must have a good English and general education, a fair knowledge of the constitution and government,

the Parliamentary practice, and the political life of Canada, ability to revise and correct matter for the press, and skill in stenography and typewriting. It is desirable that they shall have had practical experience in shorthand reporting.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 15th day of November next. Such forms may be obtained from the Secretary of the Commission, Ottawa.

By order of the Commission.

WM. FORAN,

Secretary.

Ottawa, 21st October, 1915.

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

RE OVERTIME OF CUSTOMS OFFICERS

Editors of *The Civilian*:

The letter of Mr. M. S. Regan, Halifax, pointing out the discrepancy between the amount received by the Customs officers for overtime as compared with the usual compensation for extra service elsewhere is worthy of serious consideration. At the annual convention of the Civil Service Federation of Canada, in 1912 and 1913, at Ottawa, representatives of the Outside Customs had a special meeting to deal with matters concerning their branch of the Service. The following schedule was drawn up and submitted to the Department:

Chief Inspectors	\$3,500 to \$5,000
Inspectors	2,500 to 3,500
Collectors	500 to 4,500
Surveyors	1,600 to 3,000
Senior Chief Clerks	2,400 to 3,000
Chief Clerks	1,800 to 2,400
Senior Clerks	1,400 to 2,000
Clerks	1,200 to 2,500
Appraisers	1,200 to 2,500
Assistant Appraisers and Gaugers	1,200 to 2,000
Tides Surveys, Assistant Surveyor, Chief Locker, &c.	1,200 to 1,800
Landing Waiters	800 to 1,400
Examining Officers	800 to 1,200
Messengers, Packers and Sorters	800 to 1,000

That a first annual increase of at least \$100 be given until the maximum of the class be reached, and that when overtime is required, the amount of compensation be 50 cts. per hour, and in case of overtime being required on Sunday or statutory holiday the allowance be paid for a full day.

Suggested modifications by an official of the Department to whom the committee addressed itself were agreed upon, namely, forty cents per hour for overtime and credit for a half day for Sundays or statutory holidays where the presence of the officer was required for but a short time.

Compare the lot of the Outside Customs with that of any other Department in the Service and a sad state of affairs is revealed. Political preference holds sway and meritorious service is relegated to obscurity. If the employees of the Outside Postal Service who are enjoying many advantages over the Customs, find it a benefit to form a Dominion body why should

not the Outside Customs do likewise? Let the Customs delegates at the forthcoming convention at Ottawa receive the opinions and instructions of the various local Customs Associations on these points. I should like to hear more of these matters discussed in *The Civilian* by members of the Outside Customs Service.

OUTSIDE CUSTOMS.

SPLENDID INVESTMENT.

Splendid house on corner lot for sale, with lawn, garden, on high elevation, best locality in the city; contains seven rooms and unfinished attic, hardwood floors, open fireplace. \$300 cash (includes coal and wood); terms to suit. Must sell at a sacrifice, owner going west. Can be rented at \$35 per month. Apply 241 Centre street (between 6 and 7 p.m.)



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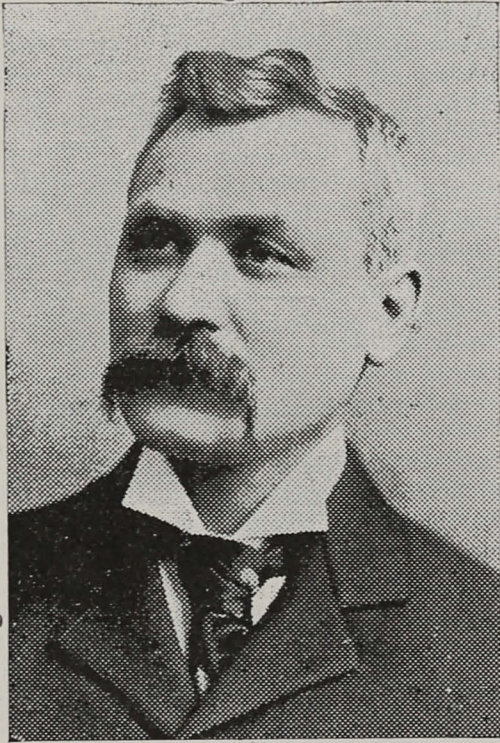
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DR. FREELAND DEAD.

Dr. Anthony Freeland, Collector of Inland Revenue for Ottawa since 1901, died suddenly of heart failure on the evening of November 3rd. Deceased was born in Quebec in 1856 and was of Irish blood. Before entering the Government service he practised medicine in Ottawa for twelve years. For several years past he had been prominent in the bilingual con-



LATE DR. FREELAND.

troversy in connection with the separate schools. A widow, four sons and one daughter survive.

When the first steps towards Civil Service organization were taken, Dr. Freeland was one of those who appreciated the possibilities of the movement. At the memorable meeting held in the Railway Committee room of the House of Commons, he was present as the leader and spokesman of a large delegation from the Outside Service. That gathering resulted in the launching of the organization of the Inside Service and the outside men had to wait for a time before they were able to join in the movement. The birth of the Civil Service Federation of Canada brought their opportunity and Dr. Freeland was present at the organizing convention held in the Board of Trade chambers, as the delegate of the Excise men. After seeing the Federation safely started, Dr. Freeland retired from active participation in its affairs.

Personals.**Appointments.**

Agriculture.—Mae G. McElroy, Div. 3B. Conservation Commission. — Anna J. Young, Div. 3B.

Customs.—Preventive Officers: G. R. N. Ellis, Calgary; Eric B. Hanright, Halifax.

Finance.—Lawrence Code, Div. 2B. at \$1,300.

Inland Revenue.—Wilmot A. Davidson, Allan J. Landry, Sidney J. Cook, Philip T. Kirwan, Frederick C. Collier, Div. 2B. at \$1,300; Daniel J. MacLean, Inspector, Regina, at \$1,500; Wm. Rowat, Asst. Inspector at Ottawa, at \$800.

Interior Dept.—John Chas. Boucher, Messenger; Henry J. Bedard, Div. 2B.; Robt. A. Ince, Div. 3B.

Library of Parliament.—Alfred M. W. Carter, Div. 2B.

Mines Dept.—Joseph E. Paquet, Div. 2B. at \$1,200; Allan T. McKinnon, Div. 2B. at \$1,300.

Naval Service.—Christopher Atkinson, Div. 2B. at \$1,000; Francis Jones, Div. 3B. at \$700.

Printing and Stationery.—Eugene Paradis, Chief of Distribution Office.

Post Office Dept.—Lawrence Stafford, Law Clerk, Div. 1A.; Walter J. Turnbull, Div. 2B.; Gladys O. Thorburn, Hazel Coombs, Geo. E. Sackville, Div. 3B.; Susan Mullin, 3rd Class, Ottawa; Jos. P. Malo, Edward Deslongchamps, 3rd Class, Montreal; Antonin Turcotte, 3rd Class, Quebec; Edward F. Littlefield Helene Colonnier, 3rd Class, Ottawa; M. R. Tredwell, Vancouver, H. W. Yates, London, Railway Mail Clerks.

Promotions.

Interior Dept.—J. A. H. Beauchesne, to Div. 2A.

Mines Dept.—Miss C. A. McDonald, to Div. 3A.

Post Office Dept.—Robt. Fowler, to Div. 1A. Vancouver Post Office: John C. Lucas, Frederick Knapton, Alfred Brown, Robt. J. Hardwicke, Cecil W. Chofts, to Class 3A.; J. A. McConaghy, J. W. Jones, H. Hargreaves, C. C. Storey, E. McAllister, to Class 2A. St. John Post Office: Herbert A. Steele, Supt. R.M.S., to Class 1B. Ottawa Post Office: Miss M. M. Reid, to Class 3A. Montreal Post Office: George Bouffard and Miss A. M. A. Nichols, to Class 2B.

Resignations.

Agriculture.—M. A. Bennett, Div. 3B.

Civil Service Commission.—Florence A. Tait.

Customs.—Thomas Richardson, Chatham; Gedeon Fredette, St. John's; G. H. B.

Insole, Rock Island; L. T. Bacon, Quebec; G. E. Gordon Rogers, South Porcupine; Vincent J. Reay, Edmonton.

Interior Dept.—M. Kutschke, Div. 3B.; John Ryan, Div. 3A.; Florence G. Gordon, Jean Bailey, Div. 3B.

Post Office Dept.—Miss B. McAndrew, Miss J. E. Rook, Div. 3A.; Miss G. L. Stevens, Div. 3B.; Miss M. A. Dostaler, 3rd Class, Ottawa P.O.; F. W. Tait, 3rd Class, Moose Jaw; J. S. Haig, 3rd Class, Toronto; L. I. Currie, 3rd Class, Vancouver; H. A. Rousseau, 3rd Class, Montreal; A. Couture, 2nd Class, Sherbrooke; Marie G. Morissette, 3rd Class, Quebec.

Public Works.—Leonard C. Purvis, 2B., and Miss N. Lampman, 3B.

Transfers.

Joseph L. K. Laflamme, from Inland Revenue to Sec. of State Dept.

Superannuations.

Thos. Fox, 1st Class Exciseman, Montreal.

General.

George E. Perley, of the Department of Public Works, is off duty on account of illness.

Paul Colonnier, translator, of the Department of Trade and Commerce, is critically ill in a Montreal hospital.

E. F. Jarvis, Assistant Deputy Minister of Militia and Defence, is suffering from a nervous breakdown due to over-work.

On the occasion of the tenth anniversary of his wedding, Lieut.-Col. Allard, of the 70th Regiment, of Hull, was presented with a case of cutlery by the officers of the corps. Lieut.-Col. Allard is an employee of the Department of Public Printing and Stationery.

N. J. Ogilvie has returned from the Pacific Coast where he was in charge of geodetic survey work.

G. L. Chitty, of the Department of Indian Affairs, is recovering from a serious illness.

G. A. Dehler, of the Department of Trade and Commerce, was operated upon for appendicitis in a Guelph hospital.

Jean Dumont, of Quebec, has been appointed private secretary to the Postmaster-General. Robert Fowler becomes Assistant Deputy Minister.

Eugene Paradis, lately private secretary to Hon. Louis Coderre, has been appointed chief of the distribution office.

Obituary.

John Edwards, of the Customs staff at Prescott, died on October 22. He was born in England, came to Canada as a boy and was prominent for many years in the affairs of Grenville county.

Harold E. Ritchie, of the Department of

Customs, passed away on November 4 as the result of injuries received in a hunting accident on the 1st. Deceased was but twenty-one years of age and came from Prince Edward Island. He was a talented musician and occupied the position of organist of McLeod Street Methodist church.

John, the nine-year-old son of George H. Clark, Dominion Seed Commissioner, and Mrs. Clark, was instantly killed on November 3rd by falling beneath the wheels of a motor truck in front of his home on O'Connor street.

Athol Brant Macklin, accountant of the Dredging Branch, Department of Public Works, died suddenly on October 27.

John Thecker, a letter carrier of the Hamilton post office, was run over by an army transport wagon on November 3rd and instantly killed. He was on a bicycle, making box collections, and fell from the wheel right in front of the army wagon. He was forty-seven years of age and had been in the Service for seven years.

A SPORTSMAN'S OPINION.

George W. Nicholson, president of the British Columbia Amateur Athletic Union, believes that we should drop all sports and go to drilling. Mr. Nicholson practices what he preaches. He is a lieutenant in the Western Scots and as such appeals to all young men who are able to join the colors. It is gratifying to know that his appeal has not fallen upon deaf ears and that a full company of young men who have been prominent in all manner of outdoor pastimes forms a component part of the 67th or Western Scots. One of them, Stan O'Kell, has been in Ottawa taking a machine gun course. He was one of the best devotees of outdoor sport in Victoria. Half a dozen other leaders of football, lacrosse and cricket have had their names enrolled.

Lieutenant Nicholson practically says, "You might as well enlist, for you won't be allowed to play." Here are his exact words: "The Amateur Athletic Union will encourage no games or competitions at all, except between schoolboys and soldiers."

Lieutenant Nicholson is not alone in the views he holds but short of compulsion the shirker will continue to shirk and will not be ashamed to be seen playing and flirting clothed from head to foot in immaculate white. On the one hand we have people deploring the decline of lacrosse and, on the other, authorities like President Nicholson, of the B.C.A.A.U., saying that during the war football, tennis, baseball, cricket and lacrosse should be "absolutely discontinued" by young men old enough to join the army.

CO-OPERATION IN WESTERN CANADA.

A most interesting pamphlet, entitled "Romance of the Grain Growers of Saskatchewan," has just come to hand. After describing how a small company of farmers met together at Indian Head, Sask., in December, 1901, and took the first steps in organizing what was to be afterwards known as the Saskatchewan Grain Growers' Association, the achievements of this splendid organization in the past fifteen years are summarized as follows:

The association has accomplished so much, so very much, during the fifteen years of its existence that in this article only a few points may be enumerated.

1. From that small beginning at Indian Head it has built up the Saskatchewan Grain Growers' Association with now nearly twenty-five thousand members, the Manitoba Grain Growers' Association and the Alberta Farmers' Union. In trading bodies it has created the Grain Growers Grain Company, with head office at Winnipeg, the Saskatchewan Co-operative Elevator Company, with head office at Regina, and 230 elevators throughout the province; the Alberta Farmers Co-operative Elevator Company, Calgary, Alta., the Saskatchewan Hail Insurance Commission, Regina, and the Co-operative Wholesale Department of the Saskatchewan Grain Growers' Association, at Moose Jaw, together with 172 local co-operative trading bodies incorporated under the Co-operative Associations Act. The Grain Growers' Guide, published in Winnipeg and with more than thirty thousand subscribers is also a product of this movement.

2. The Saskatchewan Grain Growers' Association, alone, has now (June, 1915) nearly eleven hundred organized local bodies within the province, all of which are carrying on valuable social and educational work, and most of which are engaged more or less in co-operative trading through their own central office at Moose Jaw.

3. It has taught the farmers to realize that they are a factor of real importance in the affairs of the nation.

4. It has taught them to know and to trust each other and that they can act in common where their common interests are concerned. It has taught them, also, that co-operation for their common good

is the surest road to individual success, and that no farmer can fully succeed while his district fails.

5. It has exerted a very great influence upon legislation, has secured the enactment of many laws and prevented the enactment of others and has won for the farmers as a class, recognition by legislative bodies and by urban society from ocean to ocean such as could never have been secured without extensive organization.

6. The Saskatchewan Grain Growers' Association is probably the first body in Canada which has given woman her proper place in its activities and its councils—exactly the same status as that held by men.

7. It has in one year of wholesale co-operative distribution of farm supplies caused a reduction of prices on scores of commodities, and has saved to its members many times the amount of capital used in the undertaking.

Eastern co-operators should keep their eye on what is doing in co-operation in the West. With co-operation firmly established among the farmers from Alberta to Manitoba, and with several strong societies in Ontario, Quebec and Nova Scotia, it should not be many years before the movement is linked up and becomes truly national.

WAR PERSONALS.

Lieut. R. D. Thexton, Canadian Engineers, wounded at Ypres, is home. Before the war he was on the civil staff of the Department of Militia and Defence.

It is reported that Sergt. H. H. McElroy, Canadian Field Artillery, has been given a commission and is now taking a course of special training in England. "Herb" is a Customs Department official.

Five sons of G. W. Dawson of the Department of Public Works are now enrolled in the army.

A. B. Muddiman, Department of Public Works, is reported to be in a military hospital in England.

Just how would you say that, if you had to tell it to his face?

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THE POSTAL JOURNAL

VOL. I.

NOVEMBER 12, 1915

No. 3

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

OUR ORGANIZATION EXTENSION.

At the present time the Postal Clerks' Association of the Dominion of Canada is Dominion wide in name only. As our Secretary pointed out in his circular letter to our Eastern colleagues, dated 25th August, and as has been remarked on several occasions in *The Civilian*, the organization formerly known as the Postal Clerks' Association of Western Canada took its present title at this year's convention in order to facilitate the entry of Eastern offices should they see their way clear to join their Western comrades. Now, if we Westerners wish to bring about an organization that will justify the name that our association is at present known by, and we

certainly do so wish, we must be prepared to work for it and work hard, as it is a certainty that it will be accomplished in no other way. One could scarcely expect that it could. Let us endeavour to look at the question from the point of view one might expect an Eastern office to take. Most of the offices in the East have come sort of an organization at the present time and had long before we were thought of, so that it is only reasonable to suppose that it is likely these older associations may be somewhat reticent about throwing in their lot with a younger body. It is only reasonable to imagine them saying, "You've got to show us." That is where we must step in. We must do our very best to convince them that one organiza-

tion from coast to coast is an imperative necessity to the Postal Service, from a servant's point of view at any rate. Now there are more ways than one of "showing them," and we must be very careful to choose the right way. We must be prepared to give and take to the very utmost that our platform will permit. Possibly sacrifices will have to be made, but if the desired result is obtained it will be worth big sacrifices on our part. Now the ball was set rolling in Vancouver, when we enlarged the name of our organization and our Secretary gave it the necessary first push when he issued the circular already referred to. So far, so good, but is that all we intend to do about it? If so we shall find it insufficient. What further steps is it possible for us to take? If the usual procedure is followed, the Civil Service Federation will be in convention early in the coming year, when a splendid opportunity will present itself for making a direct personal appeal to Eastern delegates. Owing solely to the noble way that the Winnipeg Branch of our association came forward, our General Secretary was enabled to attend the last convention of the Federation in Ottawa. If we mean business we must follow up what he did last January, what our convention did last July and what the circular letter did in August, by sending a powerful and forceful delegation to Ottawa when the next Federation convention is in session. Maybe we can go a step further and arrange for some of the more important Eastern offices to have a direct appeal from one of our own members. To do all this will require some money but if evenly distributed amongst all our members, it would amount to very little. If we can only realize, as indeed is the case, that money used in this way is an investment and an investment that will yield good interest in the way of better conditions in the Service, we can readily find the required amount. Notwithstanding the fact that, at the present time this ghastly war is the predominant thought in everyone's mind, as indeed it should be, those who look at this big question of Dominion organization from all points will realize that now is the time to act. Our task is liable to be twice as hard if we wait until this war is over, for reasons which can be readily understood by those who keep in touch with the statements of our leading politicians, and our going ahead with this effort will in no way interfere with the military situation.

Linen blinds can be made to look like new by adding a little powdered borax to the last rinsing water and ironing the blinds while damp.

THE GUARANTEE FUND.

It is not only very hard, but oftentimes very foolish, to attempt to write upon a subject of which you know little or nothing. However, we're going to risk it on this occasion. We're going to write on the question of the Guarantee Fund. So far as the average man in the Postal Service is concerned, all he knows about the Guarantee Fund is that once a year he discovers that his pay cheque is fifty cents or a dollar less than usual and upon enquiry, finds that the difference has gone to the Guarantee Fund. Now, a guarantee fund, if it guarantees anything, may be a very good thing and if it is some sort of insurance for loss, no doubt most clerks would appreciate the existence of such a fund. But whatever it is and whatever it is for, those contributing to it have a perfect right to know something about it—a great deal more about it than the majority do at present. The men who attended our convention at Vancouver this year were, naturally, all men who took a live interest in affairs pertaining to the Postal Service, and yet not one of them could inform the convention anything about the fund, except this, that they had never heard of it having been of benefit to anybody. It would seem reasonable to suppose that the Guarantee Fund is intended for one of two reasons, either to guarantee the employees against loss from some source or another, or to guarantee the employers against loss from the employees. The majority of losses sustained by the employees—the staff—occur in the M. O., Registration and such-like departments. In many of these cases, the loss is proven—to the satisfaction of the Department—to be the result of negligence on the part of the clerk, in which case the clerk digs down for the required amount. In some such cases, the clerk hears no more of the matter, once his report has been made, which would lead one to presume that the loss was not the fault of the clerk. In some of these cases, the Department is able to collect the amount of the loss from someone outside the Service, but in other cases the Department themselves appear to make up the amount.

Now, in cases of this sort, can it be that the Department falls back on the Guarantee Fund to which we contribute? We do not know, but if they do, the clerk pays in any case, whether he is at fault or not. If it is his fault, he pays from his pocket, and if it is not, he pays through the Guarantee Fund to which he contributes. But perhaps the fund is not for this purpose at all, maybe it guarantees the employer—the Department—from loss through dishonesty on the part of their employees—

the staff. Supposing this to be the case, surely the Department would foot the cost of the guarantee. If a private firm wishes to bond its employees, that firm must pay the expense incurred. However, none of these ideas about this Guarantee Fund may be right, in which case this article should show the Department, if they chance to read it, what little we know about the fund. One thing, however, we do know, and that is that if any sum, be it only one cent, is deducted from a clerk's pay cheque, that clerk should be in full possession of the reason for the deduction.

NOTES BY THE WAY.

The editor has had to get a new hat, owing to the large number of congratulatory letters that he has received. Such nice remarks are not likely to continue for any length of time, however, unless every reader puts his shoulder to the wheel and helps. Any questions or open letters pertaining to the postal business or thought to be of interest to our readers, if addressed to the editor, will be thankfully received and will, space permitting, receive publication.

The Postmaster General has personally acknowledged the receipt of our convention report and promises that it will re-

ceive very careful consideration by his Department. WATCH.

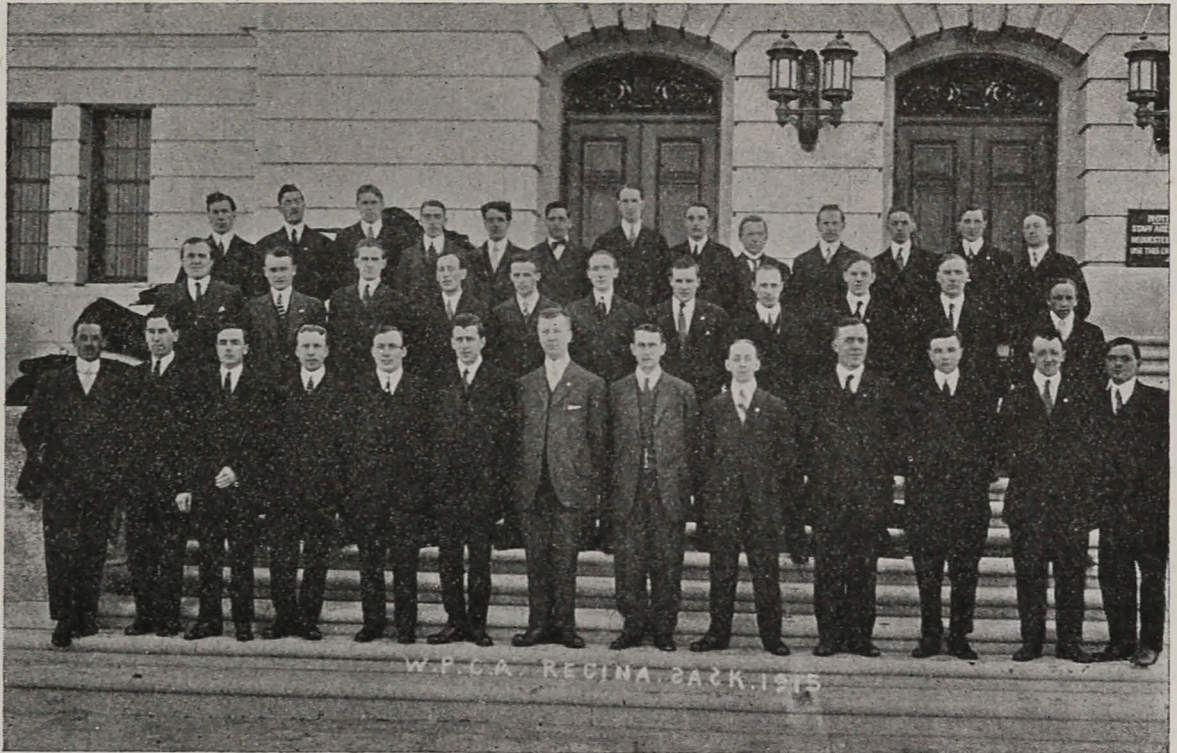
The matter of delayed second class clerkships is being energetically taken up by our able Secretary.

More than ordinary interest is at present centred upon the recent departmental circular in connection with the salary of those clerks who have enlisted and who intend enlisting for overseas duty in this war. However, until the Department shows its hand a little more openly, it would obviously be foolish to make further comment.

Our Vice-President reports that already his branch is making arrangements for the next convention and regrets that Regina has no "Capilano Canyon" or Chinese Theatre. He omitted to add that they also were without 5 cent beer. Visiting delegates can be assured of a real good time just the same.

Hurrah! to Sydney, N.S. This office is at the present time negotiating with our General Secretary in connection with joining our forces. May others soon follow this splendid example. "LET 'EM ALL COME."

After the splendid editorial in *The Civilian* on Mr. Foran's address at the convention of the National Assembly of Civil Service Commissions, held at Los Angeles, Cal., on June 16 last, we should be rather presumptuous if we commented at any



OUR HOSTS AT THE NEXT CONVENTION.

Regina Branch, Postal Clerks' Association of the Dominion of Canada.

length. The following sentence, however, is very hard to pass over without a second thought: "Furthermore, if the law governing the Outside Service is not being observed, the Commissioners have power to investigate and report upon the abuses which they find to exist." It would seem then, from that, that if there is any abuse in the Outside Service, the Commissioners are either not aware of it, or they are quite willing that this branch of the Service should be abused. Now that we know, we're thinking that those self same Commissioners, all due respect to them, are likely to hear from The Postal Clerks' Association ere long.

BRANCH NOTES.

Brandon.

At the October meeting of this branch, which was well attended, the boys were glad to welcome back the big mogul, Mr. W. B. Bain. Mr. Bain, who has been to see the Exposition at San Francisco, reported a most enjoyable time. He was also full of praise for the splendid manner in which Uncle Sam's post offices appear to be fitted up, he having had the pleasure of going over those at 'Frisco, Seattle and Kansas City.

At the present time we're all busy digging down in our jeans for a little hay to fix up a box of small comforts for one of the best association workers we have ever had, Sid. Beveridge, who is at present "somewhere in France."

Calgary.

Mr. Bruce Robinson and Mr. Tweedie, M.L.A., spent half an hour recently addressing our association on behalf of the Patriotic Fund. After the speakers had outlined the policy of the Fund, the meeting decided to give 75 per cent of the Calgary P. C. Patriotic Fund to the Canadian Patriotic Fund.

"Tiny" was a busy news vendor the day he received the first "Postal Journal," but not for long as he soon sold out and has doubled his order for the future.

Mr. C. B. Sturup has moved into Calgary for the winter.

Edmonton.

We continue to send our quota towards helping to "keep the flag flying," Messrs. Jacques, Lyttle and Cook having enlisted in the 63rd Batt., C.E.F.

Another side of our branch is now under way and promises to be of added interest and usefulness in our social affairs, viz., the new Postal Clerks' Orchestra. About a dozen members have been showing their musical powers already and the initial effort of our musicians at their first practice points to success in this fine art.

In order to extend the "glad hand" to our boys on active service "somewhere in France," we are using every means of locating them in order to send them suitable Christmas gifts.

A movement is on foot for the formation of a Civil Service Club. A committee of three has been appointed to locate suitable rooms and it is our intention to have these rooms fitted up with every comfort and convenience in order that they may be of service to any civil servant when down town or "between hours."

Queries one asks after the last meeting: Who was the member who wore the ugly look after the meeting and for the next few days? Who wore the big smile when the election of officers was made known? Who asked if there wasn't a better method for cleaning the office floors than by using damp sawdust? Was it you, Jack?

Regina.

This Branch held a most successful meeting on Sunday, Oct. 17. The chief business of the evening was the nomination of officers to be elected at the annual meeting in November. The following were nominated and will stand for office: To be President, C. Gardner; to be Vice-President, A. T. Child; to be Secretary, R. Beauchamp; to be Treasurer, A. Henderson and G. Pethrick. To be Executive members, Messrs. Hand, Parker, Smith, Selby, Carter, Cunningham and Smith.

The nominees are all members that have shown a keen interest in the work of the Association and a lively election is looked for. Mr. G. P. Brewis has undertaken the agency for *The Civilian* and will attend to all business appertaining to subscriptions and renewals.

* * *

Branch secretaries please note.—Your very best efforts in the way of matter for publication are especially requested during the next few weeks, in order that those responsible for editing this journal may get a little forward previous to the Christmas rush of office business. THANK YOU.

In order to save our general secretary as much unnecessary work as possible, branches are requested to negotiate all business in connection with subscriptions to *The Civilian* direct with the Editors, Box 484, Ottawa.

GIVEN PROMOTION.

Mr. Eugene Paradis, former Private Secretary to Hon. Louis Coderre, has been appointed Chief of the Distribution of Public Documents. He joined the Civil Service in 1891 as Secretary to Hon. J. A. Chapleau, and afterwards filled several positions, among others those of Secretary to Sir Joseph Pope and French Secretary to the Board of Civil Service Examiners.

THE POSTAL CARRIERS IN CONVENTION.

Mr. Robert Wight had the honour to represent the Federated Association of Letter Carriers of the Dominion of Canada, as their delegate to the Trades and Labour Congress of the Dominion of Canada at Vancouver, September 20th to 25th inclusive, during which sessions resolutions were adopted affecting the Service and the Letter Carriers in particular.

Resolution No. 24 was a plea on behalf of certain carriers not benefited by the Saturday half holiday.

No. 72 expressed a desire that all mail deliveries be suspended on statutory holidays for well argued reasons.

No. 83, moved by Mr. Wight, desired that the statutory half holiday, for grounds and reasons stated, be extended to take in every week in the year instead of July and August only.

No. 27 deals with the subject of a universal half-holiday on account of the moral and physical benefit involved.

Nos. 17, 42 and 47 deal with the Patronage System as follows:

No. 17: "That, whereas, it is not in the best interests of the people that officials who have the responsibility of carrying out the laws of the country should be influenced by political considerations in the administration of the law; be it resolved,

"That this Congress recommends that the workers in Canada at all times protest and take action, whenever possible, to abolish political patronage as a means to public service or Government appointments; and be it further resolved, that this body urge for a Civil Service examination in preference to the present system."

No. 42: "Resolved, that this Congress affirms that the principle of appointment to the Civil Service of Canada, through the present system of political patronage, is derogatory to efficiency and subversive of discipline, being opposed to all that is democratic in the institution of government, and the best interests of the public service; and be it therefore resolved that this Congress go on record as supporting the principle of promotion to all offices in the gift of the Government being made from Civil Service employees having the necessary qualifications and abilities to perform the duties of the office." Resolution was covered by No. 17, concurred in.

No. 47: "Whereas, the system of appointment of inspectors in the Public Works Department of the Dominion of Canada depends largely on political influences; and, whereas, said inspectors often owe obligations which place obstacles before them in demanding quality of ma-

terial and workmanship to the detriment of the skill of various artisans; and, whereas, the dignity of the different crafts is penetrated by the supervision of their work by appointments under the partisans qualifications; and, whereas, many skilled and technically trained artisans attached to the Trade Union movement have a non-committal policy in politics and are held at a distinct disadvantage in competing for such employment; be it resolved, that the Trades and Labour Congress of Canada, which endorsed the Technical Education scheme presented by the recent commission, be called upon to obtain fair competition for appointments in this department for those who are fully qualified."

LETTER CARRIERS LOYAL.

Editor, The Herald: Apropos of your comments upon good service to the Empire, in to-day's paper, I would like to draw attention to the record of Calgary's letter carriers. Out of a total of 68 we have now enlisted for active service 28, or equal to 42 per cent of the original staff of carriers. Their places having been filled and the public receiving their mail as per usual, perhaps it would be a small tribute to our boys if this were brought before the notice of the public. I might add that their fraternal and insurance dues to the association are being kept up by the stay-at-homes. Thanking you, I am, yours truly,

F. G. BUSHELL,
Secretary.

FROM A POSTAL DELEGATE.

Mr. Fred Davies, of Toronto Post Office, who was a delegate several times to Civil Service Federation conventions, has enlisted for overseas service with the Army Medical Corps, and arrived recently with his contingent in England. He writes the secretary of the Federation as follows:

Shorncliffe, England.

I am just sending you a card. Don't know how long I will be here but it will likely be some little time before I reach the front. I am kept very busy here and the O. C. will likely hold me at the office for a while. Hope you have a good convention this year. With my very best wishes to all, I am,

Yours sincerely,
F. W. DAVIES.

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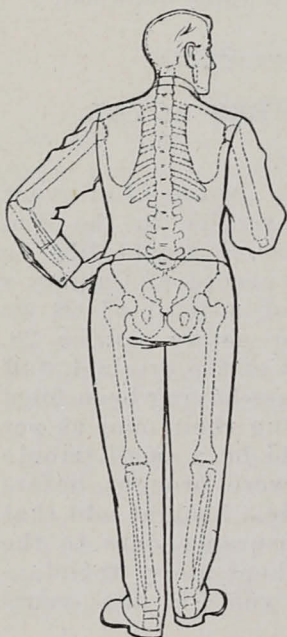
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EFFICIENCY.

J. R. Cook, of Chicago Civil Service, defines the term in a recent address:

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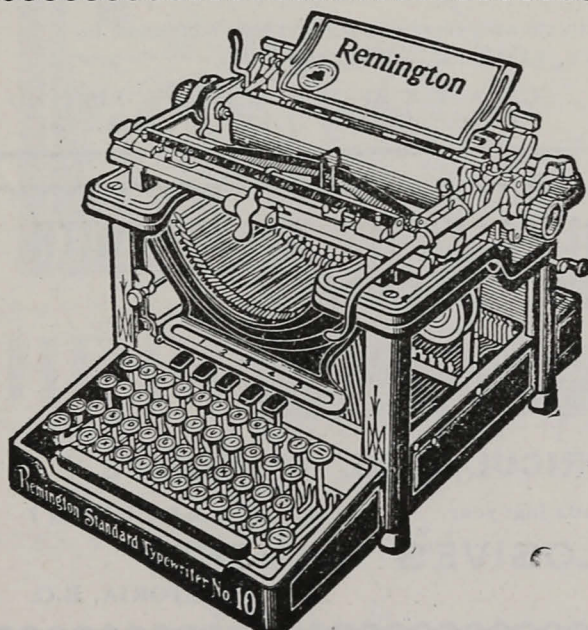
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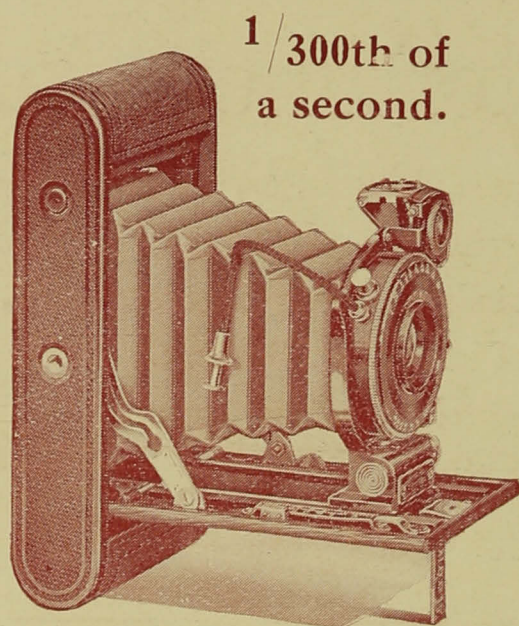
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